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Northern Region News



May 2, 1994

A Newsletter For Employees and Retirees

Issue 5

FOREST SERVICE SHRINKS EMPLOYEES OPT FOR BUYOUT

It finally came! After months of debate, Congress finally passed legislation on March 24 allowing Federal agencies to offer qualified employees up to \$25,000 or an employee's severance pay (whichever is less) as an incentive to retire or resign voluntarily from Federal service.

Monday, April 4, was a crazy day in most Personnel Offices around the Forest Service. It was the first official work day during which employees could sign up for the "Voluntary Separation Incentives" or the "Buyout" as it came to be known.

Employees who opt for the Buyout must leave the organization no later than May 13 and cannot return to Government service for at least 5 years. Agencies are also obligated to reduce one FTE for each employee who elects the Buyout.

The Forest Service implemented the Buyout with several primary objectives in mind. These included:

- Find placement for surplus employees to avoid RIF
- Reduce administrative jobs
- Reduce Grade 14 and above jobs (as mandated by Exec Order 12839)
- Reduce jobs at Regional and Washington Office levels
- Improve supervisor to employee ratios
- Facilitate needed reorganizations

Certain categories of employees who are in job occupations or organizational segments that are growing or in short supply were excluded from the Buyout. These exclusions included all except administrative positions in the following organizational entities:

- Research
- State and Private Forestry

International Forestry
International Institute of Tropical Forestry
Law Enforcement
Job Corps Centers

The following occupations were also excluded:

Wildlife Biology
Fishery Biology
Hydrology
Botany
Soil Science
Ecology
Archeology
Pilot
Cadastral Land Surveyor
State Licensed Land Appraiser

Additionally all employees covered by Special Pay Rates, except civil engineers, were excluded from the Buyout. Employees who are listed as surplus on the Employee Placement System (EPS), regardless of job series or grade level, are eligible for the buyout.

The opportunity to elect the buyout was initially offered from April 3 through May 13; however, Forest Service Chief Jack Ward Thomas suspended the window of opportunity on April 8, after well over 2,000 employees had applied.

The costs for buyout will include the voluntary incentive payments (up to \$25,000 per employee), lump sum leave payments, and an additional 9 percent of an employee's annual salary if they retire early and are covered under the Civil Service Retirement System. There is also a payment of \$80 per year for each of 4 years (\$320) for each employee who remains on the agency's rolls, irrespective of retirement system.

When the dust had settled throughout the Forest Service, 2,291 employees Servicewide and 221 in the Region had

opted for the Buyout. The unit breakdown within the Region at "press time" was:

Regional Office - 27	27
Beaverhead - 8	8
Bitterroot - 9	9
Clearwater - 18	18
Custer - 6	6
Deerlodge - 4	4
Flathead - 17	17
Gallatin - 7	7
Helena - 6	6
Idaho Panhandle - 65	65
Kootenai - 20	20
Lewis and Clark - 7	7
Lolo - 13	13
Nez Perce - 13	13

Costs for the Buyout include \$956,000 to cover Lump Sum Annual Leave Payments; \$4,951,000 to cover the Voluntary Separation Incentives (of which the Washington Office will pay 65percent of the costs and the units must pay 35percent); and \$343,000 to cover the 9 percent penalty costs for CSRS employees retiring early. The total cost to the Agency for the R-1 Buyout is approximately \$6,250,000.

The next stage for the Region is to assess the impacts created by the Buyout and determine how to adjust organizations to deal with these impacts. There are some positions that are critical to the Region's mission that will need to be filled fairly soon. In other situations, the flexibility that has been gained will facilitate necessary restructuring to accommodate changes in programs and priorities.

by Kathy Solberg, Director,
Personnel Management
Regional Office



**Any museum can invite
you to look. A great one
changes the way you see.**

Region 1
employee
**Allen Pinkham is a
participant in the
creation of the
Smithsonian's new
Native American
museum.**

A new museum is underway—the National Museum of the American Indian (NMAI), under the auspices of the Smithsonian Institution. It is the first national museum dedicated to the native peoples of this hemisphere.

Serving his second term on the museum's board of trustees is Allen Pinkham, forest tribal liaison to five national forests within the Nez Perce tribal ceded territory. Two of those forests are within Region 1, the Clearwater and Nez Perce.

The museum, authorized by Congress in 1989, is scheduled to open in 2001. It will be located next to the National Air and Space Museum. The aim is to create a special place where people from all over the world can come "to experience the full depth and breadth of Native American cultures through their lives, languages,

literature, history and arts."

Its foundation will be what has been called the largest and most impressive collection of Indian art and cultural materials in the world. Assembled by businessman George Heye, it contains nearly one million pieces representing virtually every tribe from the Arctic Circle to Tierra del Fuego.

As Pinkham explained, the museum will give Native Americans an unparalleled opportunity to teach both non-Indians and Indians alike about indigenous cultures. As demonstrated by Pinkham's presence on the board of trustees and as its secretary, Native Americans have been involved from the outset in the planning and direction of NMAI. A majority of board members are, in fact, Native American. W. Richard West, Jr., the Museum's director, is Cheyenne Arapaho, as well as being a prominent attorney and a graduate of Stanford University.

Under West's guidance, NMAI has conducted a series of consultations with Native Americans throughout the country—artists, writers, tribal elders, business people and professionals. Their suggestions will be used to help architects design buildings and programs that meet the needs and aspirations of the Indian people.

Two other facilities complement the main museum in Washington. In New York City, a smaller but very important exhibition and educational center will be constructed inside the U.S. Custom House building, appropriately close to the Statue of Liberty

and Ellis Island. It is scheduled to open in 1994. A storage, research and conservation facility will be built at the Smithsonian Museum Support Center in Suitland, Maryland.

Pinkham stresses that despite the vast collection of artifacts at the disposal of the museum, they do not wish to display any materials that would be offensive to the spirituality or the religious life of Indian tribes. "We wish to reduce conflict and controversy on what we choose to exhibit," states Pinkham. There will be close consultations with the tribes to get approval of any identified tribal artifacts selected for exhibition.

A lot of misunderstanding and miscommunication has occurred since the first contact of Native Americans by Europeans more than 5 centuries ago. At long last a way has been provided for Indian peoples to tell the world their own stories in their own words.



Managing Wildlands Fires in Brazil



Itatiaia National Park, Brazil

All of us, I think, hope that our work has some lasting value. The Lolo Hotshot Crew (IHC) takes pride in being given the opportunity to share their knowledge and skills with the country of Brazil in managing wildfires. In 1992, the Lolo IHC hosted two members of the Corpo de Bombeiros of Rio de Janeiro, a special branch of the military that has as one of their assignments managing wildfires for the country of Brazil. (See December issue of NRN, "International Firefighter Exchange.")

This training of the two Brazilians marked the first formal instruction ever provided the Bombeiros (firefighters). Due to the success of the program, two additional firefighters were sent to the Lolo in 1993 in a continued effort to aid the Brazilians in developing a productive, well rounded corps of wildland firefighters.

In order to strengthen and further establish the Rio program, three members of the Lolo Hotshot Crew were invited to Rio de Janeiro to provide instructional and technical assistance for Rio's first formal wildland fire suppression training course. On November 5, 1993, IH squad leaders Mike Savka and I arrived in Rio and immediately participated in the Bombeiro mountain rescue training course which exposed us to various types of fuels, terrain and operational constraints unique to the Bombeiro work environment.

During the course of our six-week stay, Mike and I continued to receive rescue training, made several technical site visits and observed the Bombeiros' first prescribed fire. We also provided both instructional and informational presentations to the students of the first graduating class of the wildland fire suppression course, the students and officers of the Rio de Janeiro State Fire Academy and fire investigators from the state of Brasilia.

Steve Karkanen, superintendent of the Lolo IH crew, arrived in Rio on December 5. During his two-week stay, Steve addressed the commanding officers of 26 Bombeiro stations with respect to the mission of the exchange, the operations, training, logistical support, and dispatching of Type 1 crews. Steve also visited several sites in Brazil which will aid him in developing a training curriculum for future exchanges.

Lolo Hotshot Crew provides first formal training for Brazilian firefighters

To date, the exchange has proven highly successful and of significant benefit to the fire management programs in Brazil and the United States. During the 1994 fire season, the Lolo Hotshot crew will again host two Bombeiro officers in the continued effort to promote cooperation between members of international fire community.

by Holly Maloney, Lead Forestry Technician
Missoula Ranger District, Lolo National Forest



Above: Graduation ceremony for fire academy students at 154-year-old central fire station in downtown Rio de Janeiro.

Right: L to R - Holly Maloney, Capt. Gilberto Mendes, Mike Savka, and Lt. Jorge de Oliveira in Itatiaia National Park, located west of the city of Resende.



Tips to Live By

HANTAVIRUS

Although it has only recently been isolated, the Hantavirus may have existed in North America for thousands of years. The disease outbreak in the Four Corners area and other reported cases last year are probably related to prime conditions for deer mouse population explosion.

How is a person infected?

A person may get Hantavirus by inhaling airborne particles of urine, droppings, or saliva from infected rodents. The virus may also be spread by a person handling infected rodents, their nests or droppings, and then touching their nose, mouth or eyes. Infected humans do not shed the virus and cannot pass it on to anyone else.

Symptoms

The first symptoms of this illness are flu-like and may include high fever, muscle aches, chills, dry cough, headache, nausea and vomiting, and shortness of breath. The first symptoms may appear from 1 to 6 (usually 2-3) weeks after contact with the virus. Respiratory problems worsen after several days for those infected. Lungs fill with fluid and victims die of respiratory failure.

Prevention: demouse your house and office

Avoid direct contact with rodents (live or dead) or their droppings, urine, saliva, nests or other items that may be contaminated by them. Transmission may occur when dried materials contaminated by rodent excreta are disturbed, directly introduced into broken skin, introduced into the eyes, nose, mouth, or, possibly, ingested with contaminated food or water. People have also become infected after being bitten by rodents.

To make your home, office, and out-

buildings less attractive to rodents, close off access to food, water, and shelter: Seal, cover or screen all holes in walls or floors larger than one-quarter inch. Place metal roof flashing as a rodent barrier around the base of dwellings. The flashing should cover 12" of the dwelling and be buried 6" into the soil.

Reduce rodent shelter and food sources within 100' of the home. For example, do not leave pet food in feeding dishes; cut grass, brush, and dense shrubbery within 100' of the home; dispose of garbage and trash in rodent-proof containers that are elevated at least 12" off the ground.

Use only spring loaded traps that kill rodent. Bait with peanut butter. Indoors, place the traps on newspaper, sprinkled with flea powder. Outdoors, place the traps near wood and junk piles. Using rodenticides will cause the rodent to crawl away and die; then you cannot dispose of them properly.

Wearing rubber gloves, spray the dead rodent and the trap until soaked with a household disinfectant solution of one part household bleach to 10 parts water. (Other disinfectants such as Lysol, which is less corrosive and more stable over time than bleach can also be used.) Let the area soak thoroughly for about 10-15 minutes. Roll up the newspaper, with the trap and rodent inside, and dispose of them. The dead animals should be double-bagged in plastic and disposed in the trash. Persons in rural areas may bury the waste 2-3 feet deep.

DO NOT SWEEP WITH A DRY BROOM OR VACUUM AREA where mice have been because of the possibility of airborne fecal particles. Spray the area with disinfectant, wait 10-15 minutes. While still wearing gloves, wipe up the area with paper towels or rags. Double-bag all paper towels, rags and

gloves used in the cleanup. Dispose of them in a tightly covered trash container. Disinfect and wash gloved hands and then thoroughly wash hands with soap and water after removing gloves.

Carpets and furniture can be disinfected with household disinfectants or by commercial-grade steam cleaning or shampooing.

Before rodent elimination work is begun, ventilate closed buildings or areas inside buildings by opening doors and windows for at least 30 minutes. Use an exhaust fan or cross ventilation if possible. Leave the area until airing-out period is finished. This airing may help remove any aerosolized virus inside the closed-in structure. Wear a respirator with HEPA filter, then set traps. Respirator use must follow OSHA protocols.

For additional information refer to or contact: "Hantavirus Infection Southwestern United States," Centers for Disease Control and Prevention pamphlet, Atlanta, GA 30333, telephone (404) 332-4555; or call the Montana Dept. of Health and Environmental Sciences (406) 444-2544.



The policy of the United States Department of Agriculture Forest Service prohibits discrimination on the basis of race, color, national origin, age, religion, sex, disability, familial status, or political affiliation. Persons believing they have been discriminated against in any Forest Service related activity should write to: Chief, Forest Service, USDA, P.O. Box 96090, Washington, DC 20090-6090.

Celebrate International Migratory Bird Day 1994

Once again migratory birds are winging in on the warm winds of spring, beginning another cycle of breeding in their Northern summer homes. To celebrate the return of our feathered international travelers, May 9-14 has been designated International Migratory Bird Week.

Concern over the status of migrant birds has increased in recent years with gathering evidence of population declines—particularly in Eastern states. Birds of two worlds, most of “our” migrants in the West spend half their year wintering in western Mexico. How are Western migrants faring? Populations in Western States appear more stable. But their patterns are just beginning to be studied.

Catalyzed by the evidence of declines among Eastern species, “Partners in Flight” was launched—an effort to bring together agencies and organizations across the Americas to work toward understanding and conserving migrant birds. The Northern Region has taken a proactive role in Partners in Flight by starting a monitoring program for land birds across all the forests in the Region.

To understand more about the world of migratory birds, which include many of our colorful songbirds, consider participating in International Migratory Bird Week. Coordinated by the Smithsonian Migratory Bird Center, International Migratory Bird Week calls attention to the wonder of neotropical bird migration across the Americas, and educates people to help make a difference in bird conservation. Many national forests, national wildlife refuges and Audubon chapters across the country are scheduling bird walks, conservation efforts and other special activities. Help build on the tremendous success of last year’s celebration by hosting or attending events in your community.

For more information, call Chris Paige at the Regional Office, (406) 329-3566

or Mary Deinlein, Smithsonian Migratory Bird Center, National Zoo, Washington, D.C. (202) 673-4908. For a schedule of events in your area, contact your national forest Supervisor’s Office or local ranger district.

by Chris Paige, Neotropical Migratory Bird Program Coordinator, Regional Office

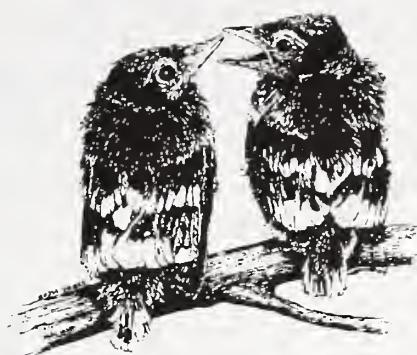
Bitterroot National Forest Goes to the Birds

International Migratory Bird Week fledged a month early in the Bitterroot Valley on Saturday, April 9 as the first annual Family Waterfowl Day took wing at the Lee Metcalf National Wildlife Refuge near Stevensville. Several members of Bitterroot Audubon joined assistant Refuge manager Sharon Browder and Bitterroot National Forest biologists Dave Lockman and John Ormiston on the main dike road to help members of the public enjoy the beautiful migrating waterfowl which concentrate at the refuge every spring.

There were many gasps and ooohs and aaahs from invited birders and their families as spotting scopes focused on each of the 40 or so bird species seen during the day. Among the birds viewed were dabbling and diving ducks, snow geese, tundra swan, osprey, harriers, red-tailed hawks, great blue herons, sandhill cranes, pheasants, blackbirds—and the find of the day, a peregrine falcon. White-tailed deer and muskrats added to the diversity of species seen.

Bitterroot birders are now looking forward to May, when other International Migratory Bird Week events sponsored by the Forest, the Refuge and Bitterroot Audubon will focus on the annual return of Neotropical migratory birds (warblers, orioles, tanagers, vireos etc.) to the Bitterroot Valley.

by Dave Lockman,
Zone Wildlife/Fish Biologist
Stevensville Ranger District,
Bitterroot National Forest



Schedule of Events

In partnership with Lee Metcalf National Wildlife Refuge and Bitterroot Audubon to promote awareness of migratory birds

May 14, Ravalli County, Migratory Bird Count Day. Bitterroot Audubon will coordinate efforts to count all the birds in Ravalli County in one day. The public will be invited to participate with an “expert” or to identify and count birds in a given area. Last year, 34 birders saw 7,742 birds on a nasty day.

May 20, Robbins Gulch, Listening to Flammulated (flamed-shaped markings) Owls. At 7:00 p.m. we’ll meet to journey to Robbins Gulch, the site of the most concentrated “flams” population in the Forest.

May 28, Metcalf Refuge, The Wonders of Migration, A Migratory Bird Field Day. At five “stations,” we’ll present information and give demonstrations on topics such as bird songs and identification, make your backyard a bird haven, keep ‘em alive—bird injuries and rehabilitation.

June 4, Bitterroot River at Hamilton, Kids Bird Day. We’ll demonstrate bird mist netting and banding for the younger folks, but adults will be encouraged to attend and learn. 8:00 a.m. to noon.

"No Whiners, No Excuses, and No Cowards"

*Food for Thought Offered at
Forest Products Conference*

Over 300 people from throughout the western United States were drawn to Missoula in early April for the first "Growing Sustainable Forest Enterprises: An Intermountain Idea Fair." The conference was designed to expand the thinking of people in forest products-related industries, to the many opportunities inherent to this industry's future. There were four important themes that seemed to resurface in many of the presentations:

Be Innovative: "Tradition is a dangerous word." In order to survive in the timber industry during the next decade, one must look for new products which compliment the current product line; new markets; and new ways to use what are currently considered waste materials from today's operations.

Collaborate: Form Partnerships and Networks: "No Whiners, No Excuses, and No Cowards." Look for ways to form partnerships with competitors, with/among government agencies, with investment/banking interests, and with suppliers and customers. Networks greatly strengthen any individual business' or organization's clout and market share.

The Future IS Positive: "It is time to move past complaining about shrinking timber supplies and move on to making the best use of what is available." We work within a world economy, and there will always be a demand for wood and wood products. We must simply find a way to identify and meet demands while making the very best use of all available materials.

Concern About the Environment Is Here to Stay: Incorporate environmental concerns into your business ethic. Customers--retailers, wholesalers, and the private consumer--care about the environment.

Dean Graham, with the Regional Office Timber, Cooperative Forestry, and Pest Management unit, and Nan Christianson, with the Bitterroot National Forest, were the Region's representatives on the conference planning team.

by Nan Christianson, Staff Officer, Rural Development
Bitterroot National Forest

Operating and Maintaining Recreational Sites:



Is there a Better Way to Do It?

It's not an easy job caring for the more than 1,000 or so recreational sites in Region 1. Think of the task of managing the campgrounds, picnic areas, visitor centers, historic cabins and lookouts, trailheads, boat docks—and all the other sites and facilities used by millions of visitors in the national forests each year.

The recreation managers who have that responsibility are looking for ways to improve service to visitors who use these sites, which was the point of the workshop held at the University of Montana March 22-24. About 95 recreation managers from R-1 national forests and the Confederated Kootenai-Salish Tribe attended.

Presentations were made by several experienced recreation managers from ranger districts, forest headquarters and the Regional Office. Topics included the establishment of a range of operation and maintenance standards for various types of developed sites, advice on improving the quality of customer service, strategies for improving access for persons with disabilities and alternative methods for accomplishing operation and maintenance work. Emphasis was placed on hazard tree/vegetation management, interpreting forest resources and improving message displays. A panel of environmental health engineers provided information about proper maintenance of water and sanitation systems.

The Wilderness, Recreation and Heritage Programs (WRHP) staff unit sponsored the workshop and produced the "R-1 Developed Recreation Site Operation & Maintenance Notebook," crammed full of information which the participants said would be extremely useful "on the ground." Copies of the notebook were provided to all ranger districts and forests in the Region. Carol Evans, R-1 public affairs specialist, deserves special thanks for the excellent graphics she developed for the workshop and the notebook. The workshop planners wish to recognize the special effort made by the clerical staff of the WRHP staff unit to produce training aids, informational materials and the workshop notebooks.

When you are out enjoying the great national forest recreation opportunities this summer, take time to express appreciation to the folks who work so hard to clean and maintain the facilities you use!

by Homer Bowles, Recreation Management Specialist
Regional Office

Breaking the Mold

*Youth Hear
About
Opportunities
for Women in
Today's
World*



Trapper Creek student Tracy Trullinger, at left, overseeing "hands-on" demonstration

Make a short movie! Examine a crime scene! Be the loan officer when your friends start a new business. Splice a telephone cable. Throw a whammy! Design and build a bridge. Take an X-ray of a red-tailed hawk. Examine a genetically mutant fish! These were just some of the many activities engaged in by the 400 young women (and a few young men) from Northwestern Montana at the 1994 Expanding Your Horizons Conference.

The goals of "Expanding Your Horizons" conferences are to increase young women's interest in mathematics and science, foster awareness of career opportunities for women in related fields, and provide an opportunity to meet and form personal contacts with women working in nontraditional fields. A related goal that has grown from the conference experience is to better meet the needs of minority girls and women by providing models who would benefit a ethnicities, races and special needs.

These goals were met by professional women in the Missoula community and women from the Forest Service. Trapper Creek Job Corps provided five young women to demonstrate carpentry, landscaping, forestry and computer operation for a warehouse program. The conference committee tried to include a broad range of career workshops and role models—from women with doctorates to self-trained professionals. All presenters willingly made time to put their efforts into achieving the goals of the conference and the conference committee would like to recognize that special commitment and thank them.

If you missed the boat this year and would like to be on the mailing list for next year just send your name, address and phone number to: Expanding Your Horizons, P.O. Box 2985, Missoula, MT 59806. You would be more than welcome to participate in the next conference.

by Leaf Magnuson, Information Assistant
Missoula Ranger District,
Lolo National Forest

Advice Given on Conflict Resolution in Forest Management

For Montana, it was a first. A conference that involved representatives from environmental and forestry associations, government entities, and private industry on the problems facing the State in forest management.

The Montana Forest Conference, held in Missoula March 3-4, was sponsored by the Montana Society of American Foresters, with participation by the Montana chapters of the National Wildlife Society and American Fisheries. It was an important gathering that included Montana Governor Marc Racicot, who addressed the conference on better ways to resolve conflict. Commented Racicot on how he views conflict resolution, "I tend to cling to some of what I see as the more civilized, small-town ways of yesteryear. That is the style of operation we are trying to bring to our State's government. And that, quite frankly, is the style of operation I am suggesting here today that we all bring back to our woods."

Symbolizing the wide range of participants, Governor Racicot was followed by a panel discussion on issues facing sustainable forestry featuring a conservation group attorney, tribal council representative, timber industry spokesman, forest economist, forest supervisor and aquatic biologist. A conflict resolution panel was convened in the afternoon including the state forester, forest supervisor, conservationist, industry representative and forest ecologist.

by Tim Love, Assistant Ranger
Seeley Lake Ranger District,
Lolo National Forest



LIVING YOUR DREAMS

Dreams do come true for some people. For retired Forest Service employee Naomi Wardwell and her husband, that time will come this July. They will be flying across the world to serve a two-year stint as volunteers at a school Mussoorie, India, in the foothills of the Himalayas.

For Naomi, the environment will be different; however she's no stranger to the duties of teaching. For 16 years she was an instructor at the Trapper Creek Job Corps Center located at Darby, Montana, in the Bitterroot National Forest. She taught classes in the business occupations, preparing young people for a range of positions in the clerical field—from receptionist to secretary. She retired last year.

Naomi's husband, the pastor of the First Presbyterian Church in Hamilton, will retire May 16. The son of American missionaries, Rev. Wardwell grew up in India where he attended a Christian church school. It has long been his dream to return to the place where he spent his youth.

The opportunity presented itself when the couple were accepted as volunteers at the school from which Rev. Wardwell graduated 48 years ago. The English speaking boarding school now has 450 children, and still offers grades 1-12. It is interdenominational and is truly international, with students from at least 30 countries.

The school is 150 years old and was originally a British boarding school for "young ladies." It is located at what is known as a "hill station," once resort areas for the British. The attraction was the climate, much cooler than the plains of



Naomi Wardwell, shown fourth from left, surrounded by some of her students at Trapper Creek

India. The location of the popular PBS television series "The Jewel in the Crown" was set at such a hill station.

The Wardwell's "assignment" is for 2 years, but they are volunteers and, according to Naomi, they'll take it one year at a time and "see how things work out." She will teach keyboarding and word processing, as she did at Trapper Creek. Her husband will fill in for several different positions as the need arises.

It is a busy time for them both as they prepare to depart in three months for their grand adventure. Asked how you pack for a two-year trip, Naomi laughed and said, "We're thinking it through carefully because we'll be arriving in monsoon season!" The Wardwells remain undaunted by the challenges of the journey and couldn't be happier about seeing how this new chapter in their lives unfold.

Center Director and Trapper Creek Staff

Hello, my name is Brandon Blackgoat. Some of you may remember me, some may have forgotten. Anyhow, just thought it would be a nice gesture to the people at Trapper Creek to let them know what one of their former students is up to now days, so I decided to write and let you know.

Since I left the center, my life has been very busy and exciting. As some may remember, I enlisted into the Army Reserves and was going to Basic training soon after I left Trapper Creek. Well, I finished basic and AIT, Advanced Individual Training, in Columbia, South Carolina. I graduated from basic training on Nov 10, 1993.

On December 17, 1993, I graduated from AIT, a military school, with honors and at the same time got a promotion. After graduating from both training sessions without a good rest and relaxation period, I spent last Christmas in Florida.

With the new year, I moved to Arizona in search of a good job to start saving for college. As it so happened my dad had other plans in mind. That is when he told me about an excellent business venture he and I could start. My dad and I started a small business operation in the computer industry. With my dad's knowledge of the Native American people, my expertise in computer knowledge, and a third person's experiences in management and financial planning, we founded Blue Canyon Systems. With Blue Canyon Systems starting fresh out of the gates, we understand the risks of starting a small business, but certain elements that we have on our side will make it possible for Blue Canyon Systems to survive the first stages of start-up. Being named vice-president of a company sounds great, but will be trying. With certain responsibilities that I must carry-out, this will definitely be a grand experience. I couldn't have done it without the help of the Trapper Creek teachers and staff. I applaud all your time and help in helping me get to where I am today. The new road that I am taking is the one that I am very pleased with as opposed to the other path I might have taken if I had not gone to Trapper Creek.

In closing, I would like to thank my Business Ed instructor, Naomi Wardwell, who I know is no longer with Trapper Creek, but would like to see her get this message if possible. I would also like to give a big thanks to all the staff members I worked with in the Health facility, the school, and the front office. Thank you for all the support and encouragement you gave. I wish you all the best in the future.

God Bless

Brandon Blackgoat

Jerry Reese is New Supervisor of Targhee National Forest

Jerry Reese has been appointed supervisor of the Targhee National Forest, headquartered in St. Anthony, Idaho and adjoining R-l's Beaverhead National Forest. His reporting date is May 15.

Raised in Idaho, Reese has spent much of his career in the Northern and Intermountain Regions. He held a variety of resource management positions on the Humboldt National Forest in Nevada, the Bridger-Teton National Forest in Wyoming, the Sawtooth National Recreation Area, and the Salmon and Sawtooth National Forests in Idaho. Assignments in Region 1 were with the Custer National Forest; the Little Missouri National Grasslands in North Dakota; and the Lewis and Clark National Forest in Montana.

As the resource staff officer on the Lewis and Clark National Forest, he was responsible for integrated management of all resource programs in an ecosystem management framework. Particular focus was on recreation and wilderness programs associated with the Bob Marshall Wilderness and resource coordination with grizzly bear and gray wolf recovery programs in the Northern Continental Ecosystem.

He will be leaving his Forest Service position in Washington, D.C., where he has been assigned to the Legislative Affairs staff for 4 years, currently as the acting director. Prior to that he was acting forest supervisor of the Flathead National Forest.

by Colleen Anderson, Public Affairs Specialist, Region 4

In Memoriam

Gladys L. Crowell, 66, died April 14 at in Missoula. She worked for the Forest Service under the Senior Community Service Employment Program from July 11, 1988, until her death. During her employment, she worked in the Regional Office's print shop.

Chester Lee Hagedorn, 79, died March 12 in Butte. He served in the Navy during World War II in both the Atlantic and Pacific Theaters. After 34 years with the Forest Service, he retired in 1974. His career included assignments as ranger, Sioux RD, Custer NF; Flathead NF; Deerlodge NF; ranger, Dillon RD, and Beaverhead NF's Lands/Recreation/Watershed Staff. After his retirement, Hagedorn served as an accountant.

Richard M. Hill, 62, died on March 24 in Missoula. He served in the U.S. Marine Corps from November 1951-1953. Hill began his career with the Forest Service in 1959 with assignments at the Powell Ranger Station, Engineering Shop in Missoula, and the Aerial Fire Depot. After retiring in 1989, Hill worked for Pixley Transportation.

Theda Farnsworth Reynolds, 78, died March 26 in Missoula, Montana. Reynolds worked in the Regional Office as clerk typist and supervisory clerk in Engineering, Personnel, and Timber Management. She retired in November 1972 after 20 years with the Forest Service.

The Glacier Institute

Few places in the country offer a more spectacular setting for environmental education than Glacier National Park and the Flathead National Forest. Using these locations to best advantage, the Glacier Institute provides a variety of field classes, seminars, and workshops for people of all ages and from all over the world. Founded in 1983, the private, independent, nonprofit organization examines the Glacier Park/Crown of the Continent Ecosystem, cultural and natural resources, as well as ecosystem management and sustainability issues.

Educational programs are conducted during a 7-month season (April October) at the Big Creek Outdoor Education Center in the Flathead National Forest and Glacier Park. The Big Creek Center, an historic former ranger station, is located along the North Fork of the Flathead River adjacent to Glacier Park. The remote and pristine setting is ideal for outdoor educational activities. Programs range from multi-day, optional academic credit field seminars and 1 to 2-day noncredit explorations, to week-long field ecology camps for young people.

The Institute has formal cooperative agreements with Flathead National Forest, Glacier National Park, Montana Department of Fish Wildlife and Parks, Glacier Natural History Association, and Flathead Valley Community College which greatly enhance the scope and applicability of the Institute's educational programs.

Becky Smith, Forester (Recreation)
Tally Lake Ranger District, Flathead National Forest

Call for papers!

The Idaho Riparian Cooperative and co-sponsors are soliciting authors and papers to be presented at a major symposia on riparian management issues impacting land users, managers, researchers and policy makers in the Northwest region, including Canada. Forest Service Chief Jack Ward Thomas is tentative scheduled to be among the speakers.

Abstracts are due by September 15, 1994. For more information contact the Idaho Water Resources Research Institute in Moscow, Idaho at (208) 885-6429, or Mary Manning, Regional Office, (406) 329-3304.

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Send articles to G. Weisgerber: R01A (Data General) or Gloria Weisgerber, Northern Region Public Affairs Office, P.O. Box 7669, Missoula, MT 59807. The public affairs officer on your Forest may want to preview articles before they are sent. If so, please follow that process.

Personnel Update

BITTERROOT NATIONAL FOREST

AWARDS & PROMOTIONS

BRADLEY, EVI, information receptionist, Stevensville RD, promotion, business management assistant
KNEZ, NORMA, cook, Trapper Creek JCC, promotion to cook supervisor

REASSIGNMENTS/TRANSFERS

PENDLEY, TRISHA, student trainee forestry, West Fork RD, reassignment, R-4, Wasatch-Cache NF
RAWLINGS, STEVE, forestry technician, R-6, Malheur NF, Burns RD, reassignment, IH crew supervisor, Darby RD
SMITH, EDDIE, custodial worker, SO, reassignment, training leader, Trapper Creek JCC
WINSTEAD, JR, JIM, maintenance worker training leader, Trapper Creek JCC, reassignment, social services assistant

RESIGNATIONS

HAYWARD, RON, computer specialist, SO
NASH, KAREN, computer assistant, SO

CUSTER NATIONAL FOREST

AWARDS & PROMOTIONS

AUGARE, JUDY, forestry technician, Sioux RD, promotion
FISHBURN, JAMES R., forester, SO, temporary promotion, forest supervisor, SO
GILDEHAUS, JEFFREY S., forestry technician, Beartooth RD, promotion
NEW EMPLOYEES
CLARK, REGINA, student trainee (range conservationist), McKenzie RD, conversion to career-conditional appointment, rangeland management specialist, SO

DEERLODGE NATIONAL FOREST

AWARDS & PROMOTIONS

GEORGE, ANNA, SCSEP, Anaconda CCC, cash award
LEETZ, GREG, archaeology technician, SO, promotion
LUNCEFORD, CECELIA, support service specialist, Deer Lodge RD, spot award
MCNAMARA, JAMES, forester, Butte RD, spot award
SCHIMANSKI, DONNA, support service specialist, Jefferson RD, performance award
WIEBE, LINDON, forestry technician, Philipsburg RD, spot award
WINTERGERST, ROBERT, hydrologic technician, Philipsburg RD, performance award

FLATHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

BODFISH, VICKI, cartography technician, SO, non-monetary award
DAHLGREN, GARY, supervisory forester, SO, non-monetary award
HILL, ELIZABETH, hydrologist, Swan Lake RD, promotion
KENNEDY, DENNIS, forester, SO, non-monetary award
LAW, DOUG, forestry technician, Tally Lake RD, promotion
MCKINLEY, DIANNA, forestry technician, SO, promotion
PURCHASE, CAROL, hydrologist, Tally Lake RD, promotion
TOMAS, SUE, office automation clerk, SO, non-monetary award
WARREN, ROYELYN, support services supervisor, SO, non-monetary award

GALLATIN NATIONAL FOREST

AWARDS & PROMOTIONS

DICKEY, LOREN, telecommunications specialist, SO, cash award
KRATVILLE, SANDY, wildlife biologist, Livingston RD, cash award
MARCHWICK, DONNA, business management clerk, Bozeman RD, cash award
MCCLURE, JANET, information receptionist, Bozeman RD, cash award

MICKELSON, JIM, transportation planner, SO, cash award
MOSBY, CINDY, computer assistant, SO, cash award
ROE, JOAN, business management clerk, SO, cash award
STOWELL, LINDA, business management clerk, Bozeman RD, cash award
WONG, MIKE, support service specialist, Bozeman RD, cash award

HELENA NATIONAL FOREST

AWARDS & PROMOTIONS

ARMSTRONG, BONNER, forester, SO, quality step increase (QSI)
CROWDER, JUDY, computer assistant, Helena RD, spot award
MCKINNON, DON, forester, SO, QSI

REASSIGNMENTS/TRANSFERS

BOGESS, DENNIS "BUDDY", forestry technician, R-6, Ochoco NF, reassignment, Helena RD

IDAHO PANHANDLE NATIONAL FORESTS

AWARDS & PROMOTIONS

ADAMS, BETTY, computer specialist, St. Maries RD, performance award
BEHREND, ELIZABETH, computer assistant, St. Maries RD, performance award
BENSCOTER, MARVETTE, administrative officer, St. Maries RD, performance award
BOGGS, ANDREW, forestry technician, Fernan RD, special act award
BRO, MARGARET, computer specialist, SO, QSI and special act award
BUSH, GERALDINE, forestry technician, St. Maries RD, special act award
COOK, WILLIAM, forestry technician, Wallace RD, special act award
CROSS, PAUL, fishery biologist, SO, special act award
DITTMAN, SIDNEE, forestry technician, St. Maries RD, special act award
DUNN, WILLIAM, cartographic technician, SO, performance award
FRAZIER, CANDACE, finance and pay assistant, St. Maries RD, performance award
GALLEGO, DEBRA, personnel management specialist, SO, performance award
GARDNER, RICHARD, automotive mechanic, SO, special act award
GREEN, ARLENE, computer specialist, SO, performance award
JOHNSON, STEPHEN, forester, SO, performance award
KASUN, ROBERT, hydrologic technician, SO, special act award
LINCH, JOHN, supervisory forester, SO, special act award
MCCAMMON, MICHELE, wildlife biologist, Bonners Ferry RD, performance award
MCCORD, BRENDA, realty specialist, St. Maries RD, performance award
MCHUGH, JUDITH, hydrologist, Fernan RD, special act award
MANS, JAMES, land surveyor, SO, performance award
MARCHINEK, JOHN, telecommunications specialist, SO, performance award
MARSHALL, RICHARD, forestry technician, St. Maries RD, special act award
MAYO, MARGARET, clerk, Wallace RD, performance award
MERRITT, MARIDEL, writer editor, Bonners Ferry RD, special act award
MOORE, JERRY, criminal investigator, SO, performance award
MUNCEY, DAVID, telecommunication specialist, SO, performance award
OLSON BOYD, MARY, accounting technician, SO, performance award
PEARCE, MARY, computer specialist, SO, performance award
RICHARDSON, JEAN, finance and pay assistant, Bonners Ferry RD, special act award
ROCHEBLAKE, JILL, botanist, SO, special act award
SCHMIDT, ANDREW, forester, St. Maries RD, performance award
SCHMIDT, JAIME, forester, St. Maries RD, special act award
SCOTT, LISA, geologist, Wallace RD, special act award
SHERIDAN, PAT, supervisory forester, Fernan RD, special act award
SMITH, MARK, supervisory forestry technician, Fernan RD, special act award
SOMMERS, CLIFF, forestry technician, Fernan RD, special act award

Personnel Update

SPAULDING, JAMES, supervisory civil engineer, SO, special act award
 STOCK, JOYCE, forester, Wallace RD, performance award
 STRANAHAN, CAROL, resource assistant, St. Maries RD, special act award

TAYLOR, JENNIFER, wildlife biologist, Bonners Ferry RD, performance award

WHITE, SUSIE, resource assistant, Sandpoint RD, performance award and special act award

WILLIAMS, KAREN, forestry technician, Sandpoint RD, special act award
 WOOD, SHERRY, wildlife biologist, Wallace RD, special act award

RESIGNATIONS

MOTTERN, JOHN, biological science aid, Coeur d'Alene Nursery
 SMOOT, RYAN, forestry technician, Sandpoint RD

KOOTENAI NATIONAL FOREST

AWARDS & PROMOTIONS

BOHN, BRYCE, forester, Fortine RD, special act award
 CARLIN, ROBERT, supervisory forester, Fortine RD, special act award

CHUTE, TERRY, forestry technician, Eureka RD, special act award

FERRUZZI, ED, forestry technician, Fortine RD, special act award

GAUGER, DELLORA, public information assistant, Fortine RD, special act award

HANSEN, RON, engineer, Fortine RD, special act award

HEINZ, GUENTER, wildlife biologist, Fortine RD, special act award

KOOKEN, ROBERT, automotive worker, Three Rivers RD, promotion to automotive mechanic

KREPPS, ROBERT, public affairs officer, SO, QSI

LIU, MICHAEL, forester, Fortine RD, special act award

PRIEVE, STEVEN, supervisory information resource manager, Three Rivers RD, QSI

SCHWEGEL, THEORA, information receptionist, Fortine RD, special act award

REASSIGNMENTS/TRANSFERS

JULIANO, GERI, supervisory contracting assistant, SO, reassignment, purchasing agent, R-2, Box Elder Job Corps Center

NEZ PERCE NATIONAL FOREST

AWARDS & PROMOTIONS

BLOM, BRIDGET, procurement clerk, SO, cash award

HAUGER, JULIE, support services specialist, Moose Creek RD, cash award

WILSON, PATRICK, supervisory forestry technician smokejumper, SO, promotion

WULFF, DOUGLAS, forester, Red River RD, cash award

NEW EMPLOYEES

BONN, JOANNE, wildlife biologist, Salmon River RD, conversion to career conditional appointment

REGIONAL OFFICE

AWARDS & PROMOTIONS

GEORGE, JANIS, purchasing agent, ADM, promotion

WIRTZ, MARGARET, secretary, PAO, cash award

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Retirement News

Roselyn Gyles, secretary for the Regional Forester, retired April 30 after 30 years with the Forest Service. Assignments in the Regional Office included Information Office (currently known as Public Affairs Office); secretary in Personnel Management and for Deputy Regional Forester.

She will continue to live in Missoula.

Mike Hallisey, timber management assistant, St. Maries RD, retired April 30 after 34 years with the Forest Service. He began his career in 1957 as a laborer in the blister rust program on the St. Joe NF, and later worked on the Clearwater, Coeur d'Alene, and Idaho Panhandle NFs.

He plans to vacation in Alaska, and will continue to live in Deary, Idaho.

Gary Hulse, retired in April after 35 years with the Forest Service. His assignments included: Magee RD and SO, Coeur d'Alene NF; Seeley Lake RD, Lolo NF; SO, Colville NF; Bungalow RD, Clearwater NF; Office of Inspector General, San Francisco, California; Kingston RD, Coeur d'Alene NF; WO (Administration staff), and Geometronics Service Center, Salt Lake City, Utah, as unit leader program coordination,

Sheryn Kittel, budget and accounting officer, Beaverhead NF, retired April 30 after 24 years with the Forest Service. She began her career with the Forest Service in 1970, with appointments on the Bitterroot; Regional Administration and Engineering Offices; Palouse RD, Clearwater NF; McKenzie RD, and SO, Willamette NF.

Bob Naumann, regional silviculturist, retired April 22 after 36 years with the Forest Service. His entire career was served in Region 1 on the Clearwater, Flathead, Kootenai, Bitterroot NFs, and in the Regional Office.

Bob and his wife Vicki will continue to live in Missoula.

Fred Olness, contract specialist, retired April 30 from the Olympic NF. He began working for the Forest Service as a seasonal employee with the Big Timber RD, Gallatin NF from 1957-66, with full-time employment in R-1 from 1967-79 with the Nez Perce and Clearwater NFs, Intermountain Station-Moscow Laboratory, and Lolo NF. From 1979 until his retirement he worked in Region 6 with Olympic NF.

Jay Pinney, retired in April with 38 years of Federal service. He worked in Region 1 for 12 years, from 1965 to 1977, holding positions in the Regional Office Engineering and State & Private Forestry Divisions, and the Lolo NF. In 1977, he transferred to the WO Engineering Geometronics Service Center headquartered in Salt Lake City, Utah, as head of the Imagery Analysis Section.

Retirement and travel plans include possibility of returning to the northwestern "Region 1" area.

OTHER RETIREMENTS

Kenneth Gehman, visual information specialist, Custer NF

Dale Holiday, budget and finance officer, Gallatin NF

Ben Jarrell, forestry technician, St. Maries RD, Idaho Panhandle NFs

Darrell McKenzie, civil engineering technician, SO, Nez Perce NF

George Schaller, recreation staff officer, Custer NF



Celebrating People

Regional Forester Dave Jolly announced an interagency multicultural celebration, Celebrating People, to be held in Missoula May 10-12. This is the first time all USDA agencies and all special emphasis programs have been pulled together into a single event in the Missoula area, at the encouragement of Secretary of Agriculture Mike Espy.

Entertaining, stimulating, as well as thought provoking events are planned. This may be your chance of a lifetime to play professional basketball—in a wheel chair—on TEAM USDA against the formidable Spokane Cyclones (May 10). Listen to Dr. Harry Fritz, University of Montana, speak under the awning at Caras Park on May 12. Local groups including Missoula Advocates for Social Justice as well as nationally known speakers like Dr. Linda Abbott may provide some new insight and understanding related to our culturally diverse workforce.

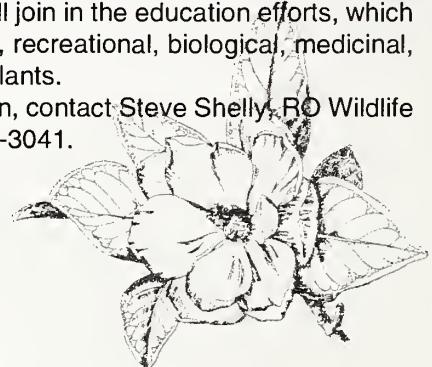
Watch for the brochure to be out soon highlighting these events. More information will be forthcoming, but if you have any questions, contact TEAM USDA Committee Chair Elaine Poser at (406) 329-3167.

Taking Time to Smell the Wildflowers

May 23-29 has been designated "Celebrating Wildflowers—Wildflower Week." The week will kick off a season-long festival highlighting wildflower education, interpretation, and restoration activities on the 550 million acres of land managed by the Forest Service, the Bureau of Land Management, and the National Park Service.

Celebrating Wildflowers is a program created by the Forest Service in response to public interest in education and involvement in the conservation and management of native plants. This year the Bureau of Land Management and the National Park Service will join in the education efforts, which emphasize the aesthetic, recreational, biological, medicinal, and economic value of plants.

For more information, contact Steve Shelly, RO Wildlife and Fisheries, (406) 329-3041.



The Northern Region News

USDA Forest Service
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Missoula, MT 59807



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